

Anthony Luke

From: Luke, Anthony [ALuke@city.cleveland.oh.us]
Sent: Tuesday, January 17, 2012 7:39 PM
To: Anthony Luke
Subject: FW: Legal/Ethics Inquiry

Anthony Luke, Captain 

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From: Hastings, L.Stewart
Sent: Monday, February 22, 2010 08:32
To: Luke, Anthony
Subject: RE: Legal/Ethics Inquiry

Not yet, but I will remind the person I assigned the task. Thank you.

Stew

From: Luke, Anthony
Sent: Monday, February 22, 2010 8:30 AM
To: Hastings, L.Stewart
Subject: RE: Legal/Ethics Inquiry

Morning Director Hastings,

I hope your week is starting well. Do you have a tentative time frame on that response to the legal/ethics matter?

Anthony Luke, Capt.

Mobile Data Management

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Email: aluke@city.cleveland.oh.ou

From: Hastings, L.Stewart
Sent: Tuesday, February 09, 2010 17:42
To: Luke, Anthony
Subject: RE: Legal/Ethics Inquiry

Captain Luke,

I will have someone in our section do some research on this. My first reaction would be that it may not be legal. A more detailed answer will follow.

Stew Hastings

From: Luke, Anthony
Sent: Tuesday, February 09, 2010 4:05 PM
To: Hastings, L.Stewart
Subject: Legal/Ethics Inquiry

Director Hastings,

I hope this email finds you well. I have a question concerning legality and ethics and thought that you might be able to provide me some insight. My question is would it be a violation of any local, state, or federal laws if an employee within the Division of Fire were to pay another employee a monetary sum to work his/her scheduled shift instead of themselves working? I also would like to know if this would be considered any type of ethics violation. Currently we have a formal trade of time policy within the division where an employee can get approval to have another employee of equal or higher rank work for them with the understanding that the employee requesting the trade has to repay the same

amount of time to the other employee within six months. My hypothetical situation involves an employee scheduled to work a 24 hour shift and instead of actually working that shift they pay another employee say \$200 to work it for them while still receiving their regular pay compensation in their check. No other repayment of time is made. I know it's a little confusing but I've been asked this and I wanted to be able to give out correct information instead of my best guess. I can be reached anytime by phone or stop by in person if required. Thank you in advance for your assistance.

Anthony Luke, CFD

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